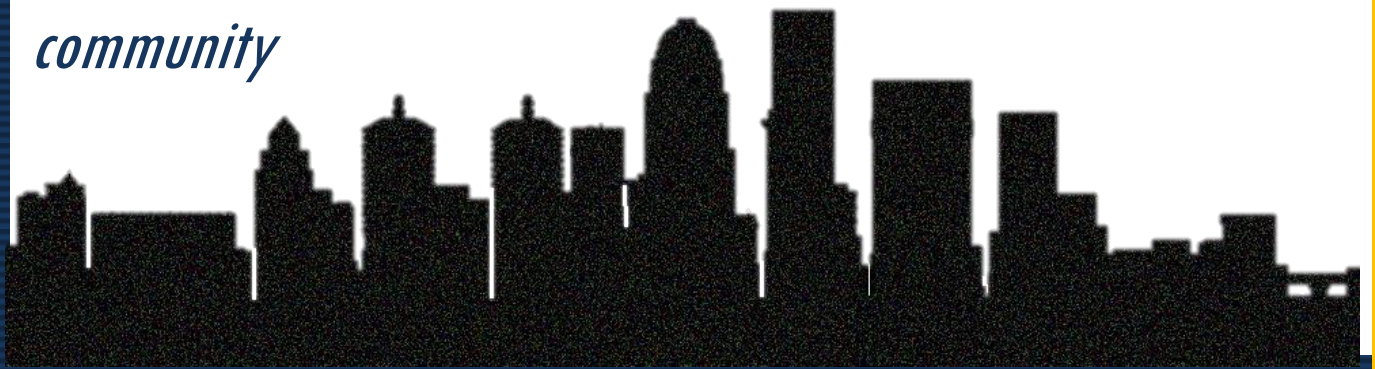




# LOUISVILLE METRO HUMAN RELATIONS COMMISSION

## ANNUAL REPORT JULY 2013 — JUNE 2014

*52 years of promoting unity, understanding, and equal opportunity among all people of Louisville Metro and to eliminate all forms of bigotry, bias, and hatred from the community*



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OFFICE OF THE MAYOR  
LOUISVILLE, KENTUCKY

GREG FISCHER  
MAYOR

September, 2014

Dear Friends:

Welcome to this report of the challenges, progress and accomplishments for the past year by the Louisville Metro Human Relations Commission.

It was a year full of education, outreach, opportunity, access and advocacy that touched citizens of all walks of life, of many nationalities, of all races and regions, in neighborhoods throughout the community. It was a year that lived up to the theme of this report of "Moving Forward while acknowledging our past in Civil Rights."

This is the type of challenging advocacy work that the Commission has been doing for more than half a century and our community and citizens have benefitted greatly from those decades of commitment and perseverance.

From its early days at the start of the civil rights movement of the 1960s, the Commission has been a constant voice and a conscience for our community, creating a strong record of civil and human rights, justice and fairness for all.

However, many critical issues and challenges remain locally, around the nation and throughout our increasingly complex and connected global society.

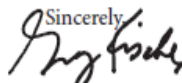
As your mayor, my goal is to give all citizens a voice and a shared stake in making Louisville the best city in America for all citizens -- regardless of the color of your skin, where you were born, or the circumstances you find yourself in at this moment.

We want a Louisville where all citizens can find good-paying jobs and decent working conditions, and to be able to reach out and attain the lifelong learning and skills they need for those jobs.

We want a Louisville where citizens are healthier in all aspects, have equal access to quality healthcare, and to healthy, nutritious foods in their neighborhoods.

We also want a Louisville where all of our citizens are treated with compassion, where neighbor helps neighbor, and no one goes wanting.

The work of the Human Relations Commission, reflected in this report, is helping our community strive for and reach those goals and ideals.

Sincerely,  
  
Greg Fischer  
Mayor

[WWW.LOUISVILLEKY.GOV](http://WWW.LOUISVILLEKY.GOV)

LOUISVILLE METRO HALL 527 WEST JEFFERSON STREET LOUISVILLE, KENTUCKY 40202 502.574.2003



HUMAN RELATIONS COMMISSION  
LOUISVILLE, KENTUCKY

GREG FISCHER  
MAYOR

CAROLYN MILLER-COOPER  
EXECUTIVE DIRECTOR

September 2014

Dear Citizens:

Over 50 Years ago the Louisville Metro Human Relations Commission was created at a time in history when everyone in our community did not have equal access to places of public accommodation. On March 5, 2014, we, along with thousands, celebrated the 50<sup>th</sup> Anniversary of the March on Frankfort, Kentucky. This event was a time to reflect on the past, critically evaluate the present and where we are, and look ahead to building a better future.

Our mission of "creating equal opportunity and eliminating all forms of bigotry and bias," is ongoing. Clearly, we have made progress over the years. However, "we have not reached the mountain top." The ultimate goal is equality and equal access for all, regardless of the individual's status (race, religion, sexual orientation, age, disability, color, sex, gender identity). So, how do we as a community and country reach our goal? The goal can be reached by EVERYONE in this community pulling together and acknowledging that we all have a role to play. We must take a proactive approach and work together towards our goal.

Looking back, we have had our trials. Things today are not perfect and there is plenty of work to be done, but pulling together, we can reach our goal. Let's leave a positive legacy for our future generations, one where equality and access is the norm. Metro Louisville is a leader, so let's lead in all areas for the world to follow.

Sincerely,

  
Carolyn Miller-Cooper  
Executive Director

# **COMMISSION STAFF**

**Carolyn Miller-Cooper, Executive Director**

**Martha Lawfer, Human Relations Supervisor**

**Dawn Buffington, Administrative Clerk and Intake Officer**

**Sandra Bumphus, Administrative Clerk and Intake Officer**

**Diniah Calhoun, Executive Assistant**

**Stella Dorsey, Citizen's Advocate**

**Linda Holland, Compliance Officer**

**Pamela Horne, Public Education Coordinator**

**Rotonia Sanford, Secretary**

**Kevin Schaub, Compliance Officer**

**Tony Seay, Compliance Analyst**

**Bobbi Selmon, Compliance Analyst**

**Nicolas Valenzuela, Compliance Officer**



**Carolyn Miller-Cooper, Executive Director**



**Commission Staff**



# COMMISSION BOARDS

## Advocacy Board:

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The goal of this ten member board, appointed by the Mayor with the approval of Metro Council, is to promote and secure mutual understanding and respect among all economic, religious, ethnic and social groups in Louisville

### Members:

- Sherman Bush
- Aukram Burton
- Reginald Glass, Chair
- Ira Grupper
- Miguel Mireles
- Angelica Matos
- Dr. Prafula Sheth
- Heather Williams
- Dawn Wilson



Reginald Glass, Chair

## Enforcement Board:

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This board consists of seven members who are appointed by the Mayor with the approval of Metro Council. This board assists in the enforcement of anti-discrimination laws.

### Members:

- Melissa Allen
- Judge Kevin Delahanty
- Marie Dever
- Charles Lanier Sr.
- Oneita Phillips
- Dr. Thomas Sabetta
- Dr. Ibrahim Syed



HRC Commissioners

# RACE AND RELATIONS CONFERENCE

The Louisville Metro Human Relations Commission's 2014 Race and Relations Conference was held on the 13<sup>th</sup> of February. It took place at the Kentucky Center for African American Heritage located at 1701 West Muhammad Ali Boulevard.

The day-long Conference had morning and afternoon workshops boasting a wealth of information from speakers whose topics of presentation or discussions were geared to peak interest in as well as awareness of the various subject matters addressed by the Louisville Metro Human Relations Commissions. The morning session of workshops took the format of a panel discussion. It was geared at highlighting the need to bridge the educational achievement gap amongst students within the community, which will be achieved through the coupling of effective parent and community awareness initiatives.

Conference Speakers included Doctors, Attorneys, Chair-Personnel, Directors, etc. Our Executive Director, Mrs. Carolyn Miller-Cooper, addressed the assembly twice; once for the general welcome and again for the call-to-order. Subsequent to that, the audience was addressed by the Keynote Speaker, Dr. Roger C. Cleveland, President and Owner of the Millennium Learning Concepts Consulting Company.

Workshops during the afternoon included topics such as, "Understanding the Stand Your Ground Law", The Voting Rights Act: Its History and Recent Supreme Court Decision", just to name a few. Following the discussion of these topics, the awards for the conference were handed out. The awards bore the following titles; the Human Relations Commission Lifetime Achievement Award, the Eleanor Young Love Award and the Rev. Louis Coleman Youth Service Award. The Lifetime Achievement Award went to Ira Grupper and Robert Cunningham; the Eleanor Young Love Award went to Dr. Hannah Clayborne and the Rev. Louis Coleman Youth Service Award went to Reagan P. Roy.



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Keynote Speaker:

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Dr. Roger C. Cleveland

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**Lifetime Achievement Award Recipients:**

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Ira Grupper and Robert Cunningham



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**Eleanor Young Love Award Recipient:**

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Dr. Hannah Clayborne



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**2014 Race and Relations Conference**

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Guests



# COMPLAINTS: FILING / PROCESS

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Citizens of Louisville Metro may file complaints with the Human Relations Commission if they believe that they have suffered discrimination in employment, housing, and places of public accommodation or discriminatory interferences with another person or property (hate crimes). The Commission has contracts with two federal agencies: the Equal Employment Opportunity Commission (EEOC) and the Department of Housing and Urban Development (HUD). Pursuant to these contracts, complaints are dual filed with those agencies. Upon completion of contract terms, the agencies pay the Commission. In addition to the contracts, the Commission will also investigate complaints that fall within its jurisdiction under local ordinance.

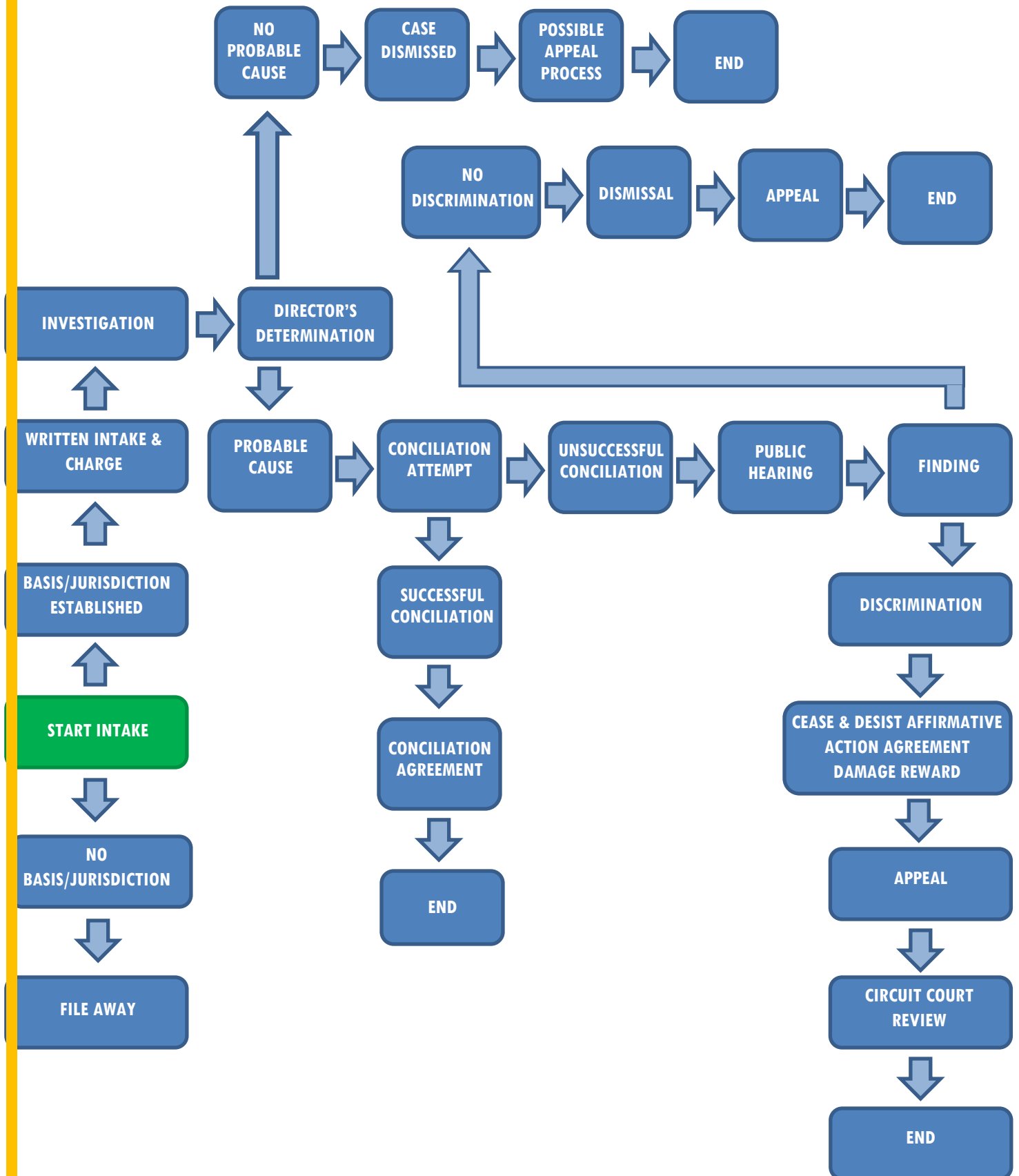
All complaints must be signed by the Complainant and sworn to be true. Once filed, the complaint is assigned to a Compliance Officer for investigation. The investigation begins with service of the Complaint and Respondent. The Respondent usually makes a formal reply which becomes a part of the record.

The investigator will request necessary documentation and interviews to evaluate the merits of the Complainant's allegations and the Respondent's position. At the conclusion of the investigation, the investigator submits findings along with a recommendation to the Agency's Executive Director.

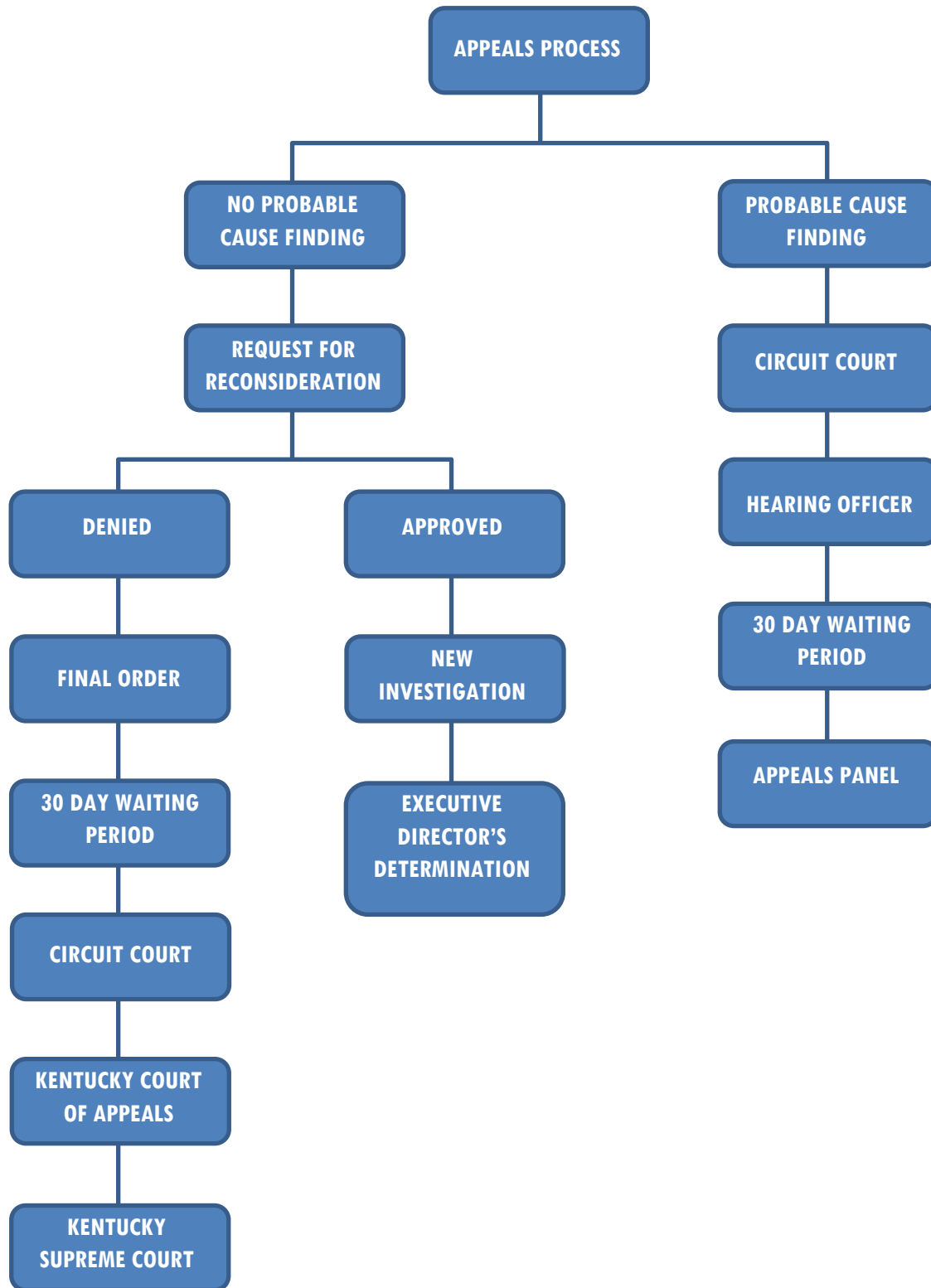
The Executive Director is responsible for determining whether or not the acts substantiate a finding of "probable cause" or "no probable cause." After review of each case, the Executive Director will determine the disposition of the case. When the Executive Director makes a finding of "no probable cause," the complaint is dismissed. The complainant may ask for reconsideration after the order of dismissal. Where the Executive Director makes a finding of "probable cause," the Commission attempts to conciliate the complaint. If conciliation efforts fail, the matter is set for a public hearing or a court action and is referred to the Jefferson County Attorney's Office.

At a public hearing, a Hearing Officer sits as an impartial individual to hear the case. The Hearing Officer makes a decision based upon the weight of the evidence. The Hearing Officer's decision is binding, but may be appealed to the Appeals Committee of the Commission, followed by Circuit Court review.

# COMPLAINT PROCESS DIAGRAM



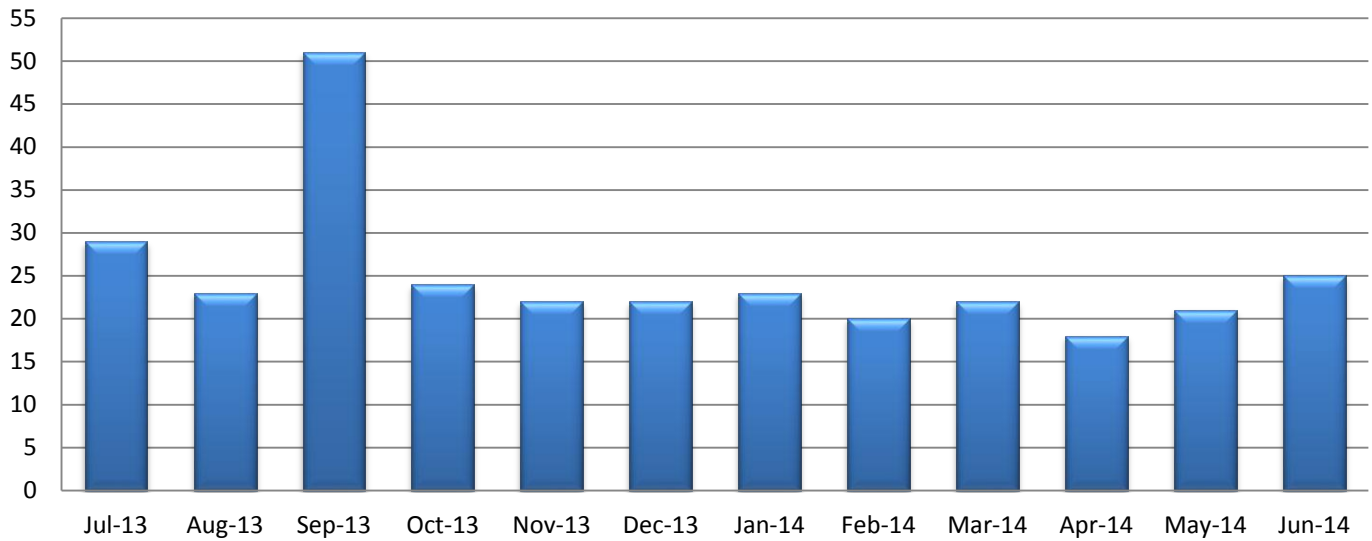
# APPEALS PROCESS DIAGRAM



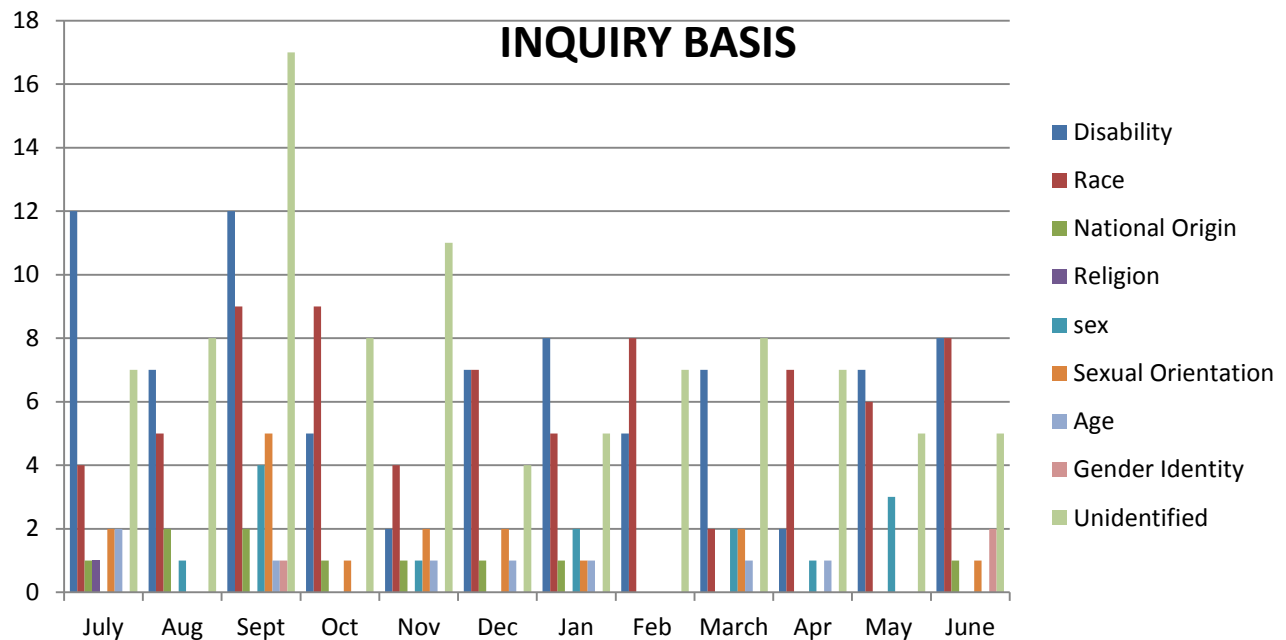
# INTAKE INQUIRIES

This chart contains the number of inquiries by month that was received from July 1, 2013, through June 30, 2014.

**Inquiry Basis July 1, 2013 – June 30, 2014**



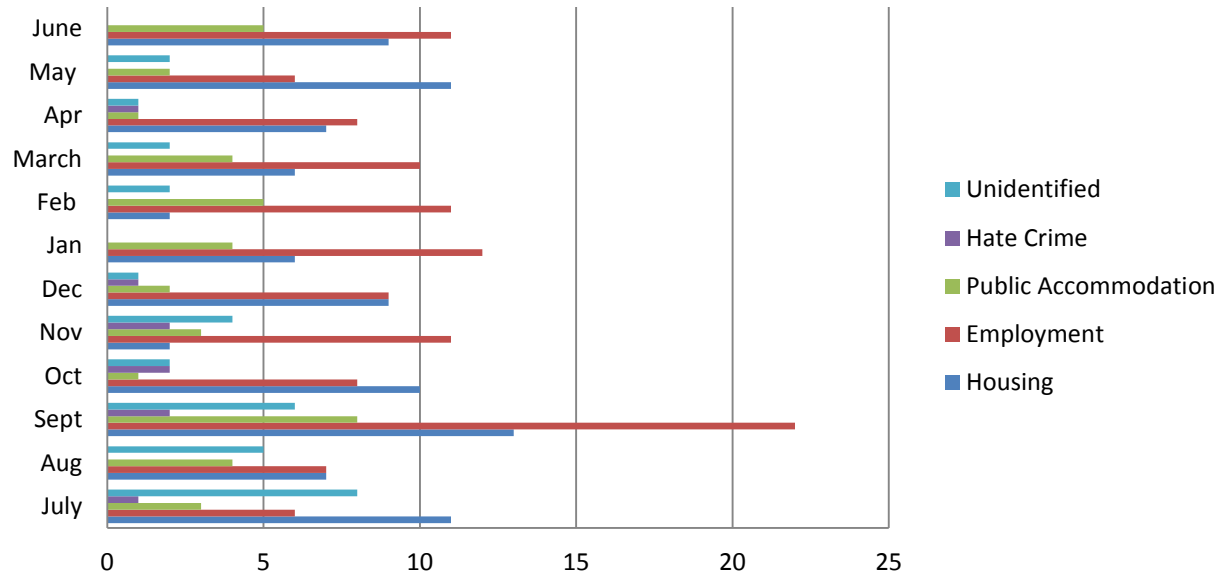
**INQUIRY BASIS**



This chart indicates the type of discrimination identified at intake.



## Type of Discrimination Identified at Intake



## PROTECTED CLASSES

### HOUSING:

Race  
Color  
Religion  
National Origin  
Familial Status  
Disability  
Sex  
Gender Identity  
Sexual Orientation

### PUBLIC ACCOMMODATIONS:

Race  
Color  
Religion  
National Origin  
Disability  
Gender Identity  
Sexual Orientation

### EMPLOYMENT:

Race  
Color  
Religion  
National Origin  
Age  
Disability  
Sex  
Gender Identity  
Sexual Orientation

### HATE CRIMES:

Race  
Color  
Religion  
National Origin  
Disability  
Gender Identity  
Sexual Orientation

# CONCILIATIONS: July 1, 2013 – June 30, 2014

## Housing

### Louisville Metro Human Relations Commission – Enforcement v. BB & LLC

Basis: Familial Status

Action: Discriminatory Advertising

Conciliation: Respondent update policies on advertising rental dwellings; cease advertising “no kids” permitted to occupy dwellings

### Stankowski v. Cathedral Commons, LTD and Schempp Realty & Management, Inc.

Basis: Disability

Action: Refusal to make a reasonable accommodation for a disability; retaliation for the filing of a discrimination complaint

Conciliation: Respondents’ compensation to the Complainant in the amount of \$10,000;  
Respondents’ fair housing training

Alvin puckett v. LaSalle Place Co-Owners Association, Inc — credit collection and legal fees back to the Complainant’s account; Board will address problem regarding residents parking in the Complainant’s assigned handicapped parking space. (Discrimination by retaliation in housing, based on physical disability.

Tamara Seadler & Brian Seadler v. Peggy and Jack Dambros — Conciliation \$5,000- (Refusal to rent based on race, Black)

Pamela and Edward Livers v. Peggy and Jack Dambros — Conciliation \$5,000- (Refusal to rent based on race, Black)

Mary Moorman v. American Apartment Management — Conciliation \$1,000- moving expenses (Discriminate in the conditions or terms of rental occupancy based on race, Black)

# **CONCILIATIONS** (continuation)

Clara Ralston v. Bronner Realty Company — Conciliated — Complainant received an assigned, designated, handicap parking space (Discriminatory terms, conditions, privileges, or services, on the basis of disability)

## Public Accommodation

Cheryl Medley v. Steak N' Shake — Conciliated \$150 — to repair scooter and \$25 gift card. (Public Accommodation — disparate treatment based on disability)

Mamie Garcia (on behalf of Daughter Juana Lopez) v. Louisville Third Century, Inc. — Conciliated \$2500 (Denial of facilities based on natural origin, Hispanic/American)

## Employment

Sheehan v. St. Martin Tours - \$2,000 (local case)

Nave v. City of Audubon - Confidential Settlement

Nave v. City of Audubon - Confidential Settlement (local case)

Brashear v. Bright Horizons - Confidential Settlement (local case)

Whitney v. JCIM - Confidential Settlement

# COMPLAINTS FILED/CLOSED

July 1, 2013 through June 30, 2014

## Complaints Filed

	Employment	Public Accommodations	Housing	Hate	Total
Race	56	10	10	1	77
Sex	24	2	6	1	33
Disability	20	7	14	2	43
National Origin	4	2			6
Sexual Orientation	8	2	2		12
Gender Identity		2			2
Color					0
Religion	4				4
Age	18				18
Familial Status			5		5
Retaliation	15		2		17
<b>TOTAL</b>	<b>149</b>	<b>25</b>	<b>39</b>	<b>4</b>	<b>217</b>

## Complaints Closed

	Employment	Public Accommodation	Housing	Hate Crimes	Total
Race	45	10	17	2	74
Sex	34		5	1	40
Disability	21	9	19	5	54
National Origin	6	3			9
Sexual Orientation	9	2	3	2	16
Gender Identity		1			1
Color			1		1
Religion	5	1			6
Age	12				12
Familial Status			8		8
Retaliation	9		3	1	13
<b>TOTAL</b>	<b>141</b>	<b>26</b>	<b>56</b>	<b>11</b>	<b>234</b>

\*\* Some complaints allege more than one basis of discrimination. Therefore, the total number of complaints filed does not equal the total number of bases for complaints filed.

	Employment	Public Accommodation	Housing	Hate Crimes	Total
No Probable Cause	89	13	21	8	131
Probable Cause	4	2	6		12
Settlements	4	4	8		16
Administrative	12	3	7		22
Judicial Dismissals					0
Withdrawals	7	2	3		12
Hearings					0
Litigation					0
<b>TOTAL</b>	<b>116</b>	<b>24</b>	<b>45</b>	<b>8</b>	<b>193</b>



# BUSINESS CERTIFICATION AND PREQUALIFICATIONS

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The City of Louisville and Jefferson County Fiscal Court enacted City Ordinance No. 68, Series 1978 and County Ordinance No. 16, Series 1998 (updated 2004) in order to support and encourage affirmative action in employment of all minorities. The Enforcement unit of the Commission conducts the day-to-day administration of these Ordinances.

## CERTIFICATION PROCESS

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If a business is a sole proprietorship, corporation, joint venture, or any other business entity that is fifty-one percent (51%) owned and controlled by a minority (or group of minorities), by a woman (or group of women), or a person with a disability (or group of people with disabilities), the business can be certified by the Commission as a Minority Owned, Woman Owned, or Handicapped Owned Business Enterprise (MFHBE).

### Introducing Our New Online Contract Compliance and Certification System!

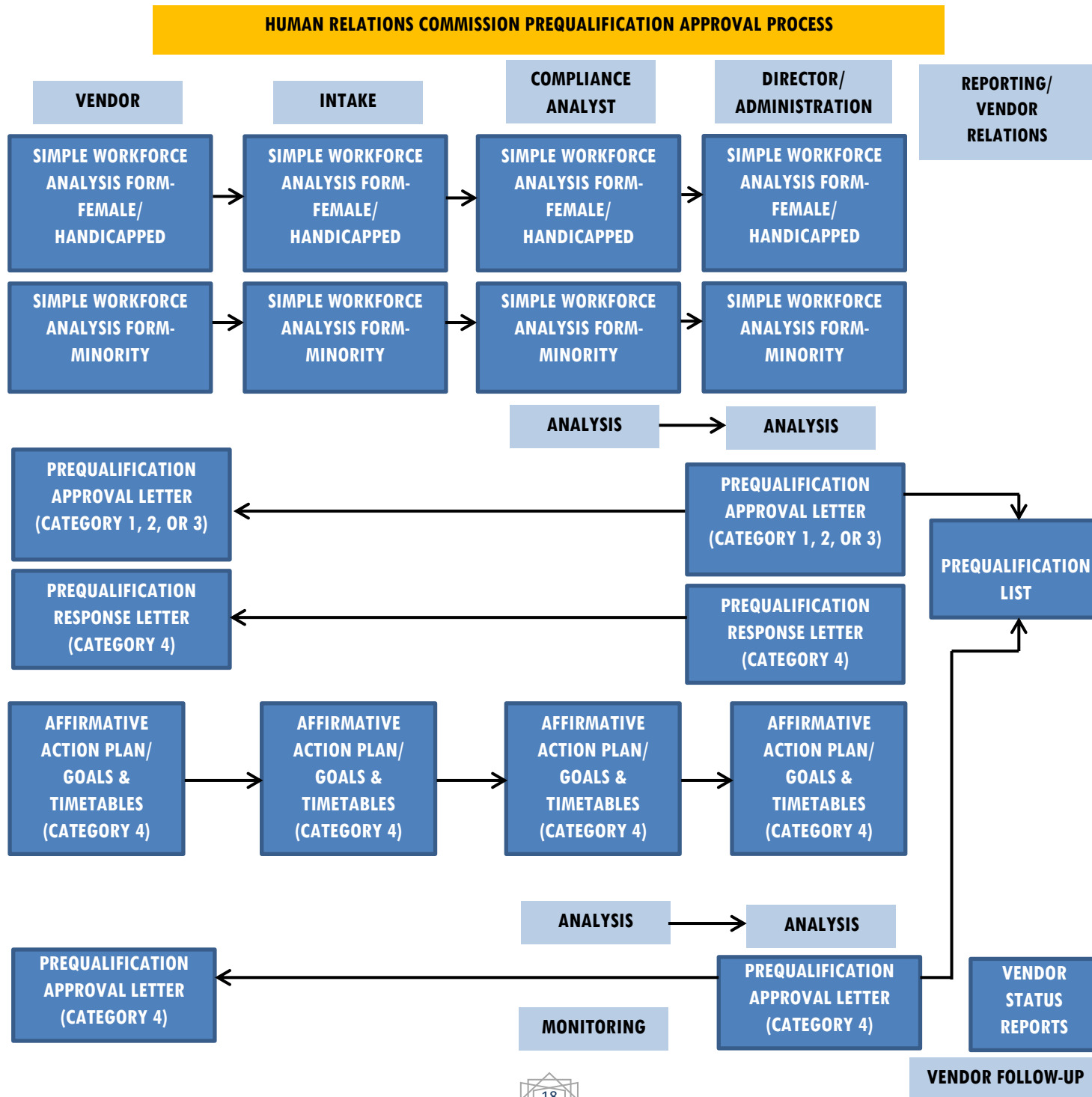
Louisville Metro Government is pleased to announce its new **Contract Compliance and Certification System (CCCS)**. In June 2013, our paperless system was implemented. This web-based software system is accessible to all Louisville Metro departments, vendors, prime contractors and the general public. After creating an account in the new system, you can:

- Register as a vendor with Louisville Metro Government
- Prequalify your company to do business with Louisville Metro Government
- Certify your minority owned, female owned or handicapped owned company
- Receive free advertisement
- View and Schedule upcoming online training classes and events
- Create your Company Profile
- Add additional company users and profiles
- Receive and send email through the system.
- Receive updates, notifications, alerts, etc., regarding your account
- You are able to log into your account 24 hours a day and customer service is available for assistance.

For more information on accessing this system, go to <https://louisvilleky.diversitycompliance.com/>

# PREQUALIFICATION PROCESS

**Metro Government requires all contractors and vendors doing business with Metro Government to employ on an equal opportunity basis. In order to ensure that minorities and females are afforded equal opportunities, contractors and vendors must be prequalified before conducting business by providing a written affirmative action plan that sets reasonable goals where underutilization is determined to exist.**

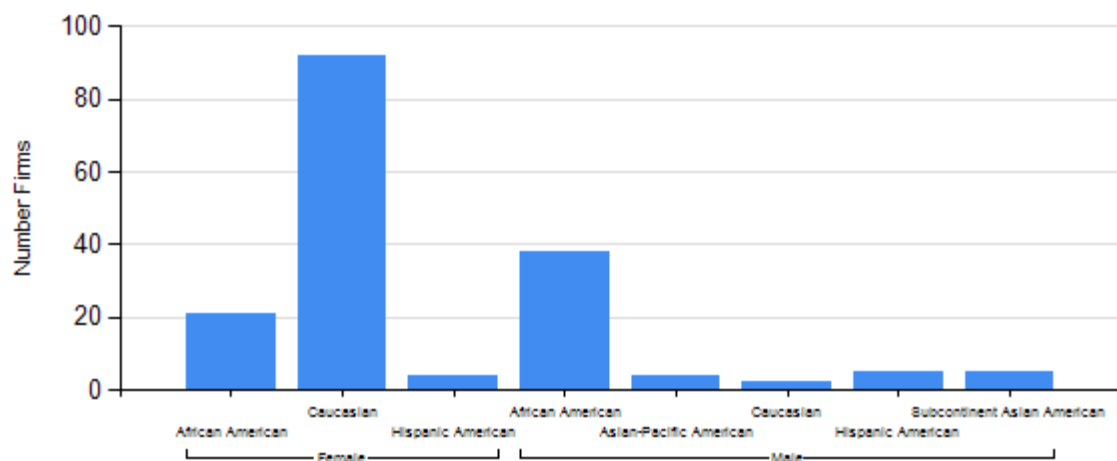


# FISCAL YEAR END STANDINGS

## LMG HRC Certified Directory - Ethnicity & Gender Summary

### Ethnicity & Gender Summary

Ethnicity	Gender	Number Firms
African American	Female	21
African American	Male	38
Asian-Pacific American	Male	4
Caucasian	Female	92
Caucasian / Disabled	Male	2
Hispanic American	Female	4
Hispanic American	Male	5
Subcontinent Asian American	Male	5
Total Firms		171



# **EDUCATION AND OUTREACH**

**In keeping with our mission, the Commission continues to be engaged in our community by attending and hosting community events and focusing on a united community.**

## **Monthly Events:**

Fair Housing Coalition Meetings  
Metro Disability Coalition Meetings  
Hispanic Latino Coalition Meetings

## **Special Events by Month:**

### **July 2013:**

Civil Rights Youth Summer Reading Challenge  
Connected Voices: Protesting the outcome of the George Zimmerman Trial

### **August 2013:**

Lexington Fair Housing Council Fair Housing Presentation  
6<sup>th</sup> Annual Anne Braden Memorial Lecture

### **September 2013:**

11<sup>th</sup> Annual WorldFest  
Conference Series for Parents and Students Collaborating for Excellence  
Community Forum – Furthering Fair Housing  
Women in Business Expo  
Accessible City Project Meeting  
Kentucky Commission on Human Rights LGBT Fair Housing Forum  
Fair Housing and Homeless Shelter Training

### **October 2013:**

Community Forum – Louisville Urban League  
St. Francis High School Presentation  
Kentucky Commission on Human Rights 8<sup>th</sup> Annual Hispanic Immigrant and Refugee Networking Summit  
Mayor's Healthy Hometown Movement Leadership Team Meeting  
Project Progress 1963 "Before Birmingham and Beyond  
Trayvon: An Exploration of American Racial Terror  
Co-Alliance of Business Association Summit



## **October 2013 (continuation):**

3<sup>rd</sup> Annual Dialogue on Diversity Conference  
100 Citizens for Change Executive Committee Meeting  
Get on the Bus Tour – Mercy Academy

## **November 2013:**

TARC Disability Accessible Transportation Meeting  
Veterans Jobs and Resources Fair  
Yellow Cab Louisville Disability Accessible Transportation Meeting  
Ali's Louisville Meeting  
St. John Center – Fair Housing/Public Accommodations Tour  
Ali's Louisville Event  
Healing Possible Quorum Advisory Committee  
Ready Cab of Louisville, Kentucky – Disability Accessible Transportation Meeting  
Goodwill Industries Grand Opening  
Joint Utility Planning Meeting  
Louisville Metro Inspections, Permits & Licenses

## **December 2013:**

African American Initiative Community Mini-Summit  
2013 Louisville Urban League Annual Report Luncheon  
16<sup>th</sup> Annual Kentucky Alliance Unity Dinner  
2013 State of Metropolitan Housing Report Release  
Parental Engagement Workgroup Meeting  
TARC Taxi University Training  
50<sup>th</sup> Anniversary March on Frankfort Planning Meeting  
ADA Coordinators Planning Meeting

## **January 2014:**

Louisville Affordable Housing Trust Fund Briefing  
Regional Transportation Summit  
Hispanic Latino Coalition Meeting: Luz Event

## **February 2014:**

2014 Race and Relations Conference  
Healing Possible Quorum Meeting  
Collegiate – Women of Color and Their Hair  
Women's Business Center of Kentucky – Construction Training  
WLOU – 50<sup>th</sup> Anniversary March on Frankfort

## March 2014:

Louisville Urban League Education Summit  
Allied organizations for Civil Rights  
2014 Women's Summit  
University of Louisville Black Family Conference  
Congressman John Yarmuth's Dialogue on Issues Relating to Women and Children

## April 2014:

La Poderosa AM 620/FM 105.7 – Fair Housing Presentation  
Dosker Manor Resident Corporation Spring Fling  
Accessible City Project  
NCBI Leadership for Diversity Institute  
The Three Stages of Homeownership Forum  
Diversity & Inclusion Conference and Expo

## May 2014:

Franklin Unsung Heroes Banquet  
Regional Mobility Council Meeting

## June 2014:

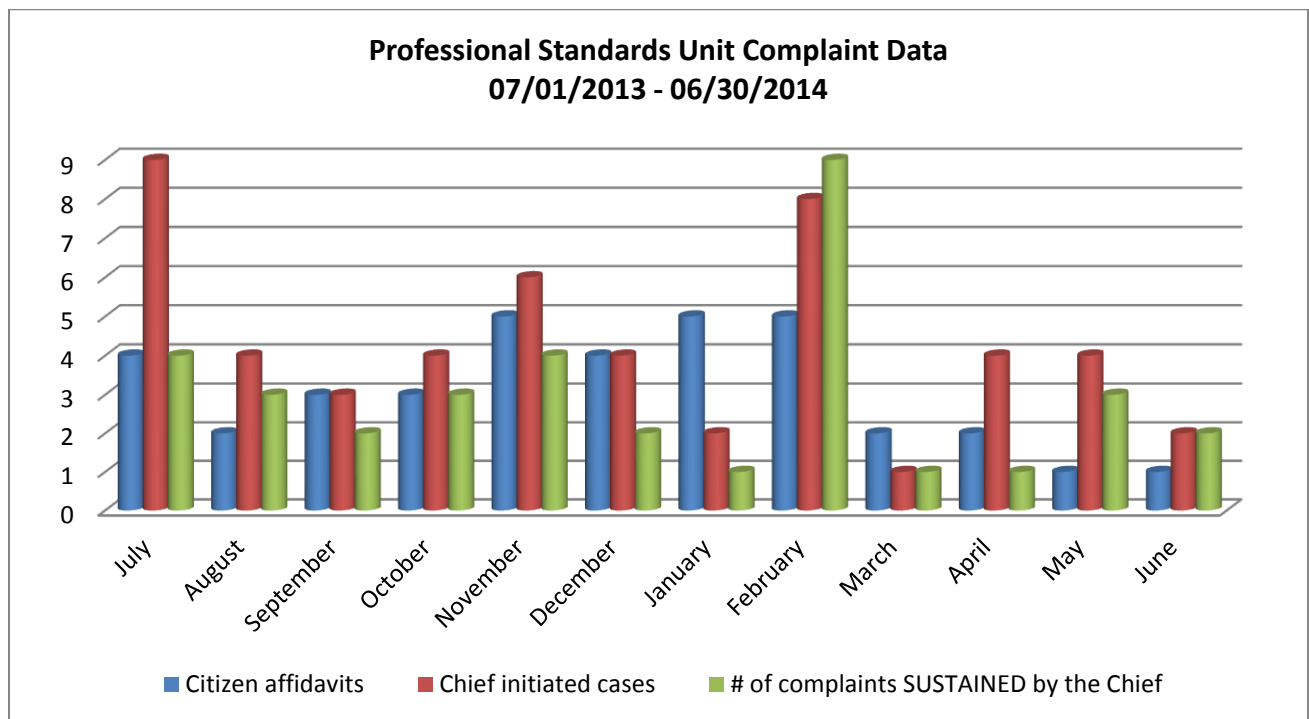
24<sup>th</sup> Annual Americana World Festival  
TSMSDC Business Opportunity Fair  
Dosker Manor Unity Day  
Hispanic Latino Health Fair  
WLOU Summerfest  
Regional Mobility Council Meeting



2014 Americana World Festival

# PROFESSIONAL STANDARDS UNIT

Part of the Commission's role is to assist citizens who believe they have been mistreated by a police officer and are intimidated or overwhelmed with the process of going to the police department to file a complaint. Our agency provides support and assistance with the appeal process. Below is a chart of the number of complaints and appeals taken from July 1, 2013, through June 30, 2014, along with another chart that explains the complaint process.



*\*Data generated from the Professional Standards Unit*

## HOW TO FILE A COMPLAINT AGAINST A POLICE OFFICER

Discuss a Complaint  
with the LMHRC  
Citizen Advocate

The Complaint is  
filed with the Police  
Department  
Professional  
Standards Unit

Complaint reviewed  
by the Chief of  
Police

The citizen involved  
or officer can  
appeal  
determination

The Complaint is  
reviewed and  
decided upon by a  
Citizens Merit Board



**LOUISVILLE METRO  
HUMAN RELATIONS COMMISSION**

**410 WEST CHESTNUT STREET  
SUITE 300A  
LOUISVILLE, KENTUCKY 40202  
502-574-3631**